



**Sandia National Laboratories**

**President Harry S. Truman Fellowship  
in  
National Security Science and Engineering**

**May 2017**

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## **1.0 FELLOWSHIP DESCRIPTION**

For almost seventy years, Sandia National Laboratories (Sandia) has advanced the frontiers of science and engineering in the national interest. The President Harry S. Truman Fellowship in National Security Science and Engineering (Truman Fellowship) provides an opportunity for exceptional scholars to join Sandia in the continuation of this tradition of excellence. The Fellowship is named for President Harry S. Truman who, in 1949, asked AT&T to accept managerial responsibility of Sandia and challenged us to provide “an exceptional service in the national interest”—a motto that leads us to excel to this day.

The Truman Fellowship program seeks to attract the best nationally recognized, new Ph.D. scientists and engineers to Sandia. The Truman Fellow benefits by having the opportunity to work on a topic of his or her choosing with some of the Nation’s best scientists and engineers. Sandia benefits by the expected transfer of new science and technology that enhances the Laboratories’ ability to address future DOE missions. Truman Fellowship candidates are expected to have solved a major scientific or engineering problem in their thesis work or will have provided a new approach or insight to a major problem, as evidenced by a recognized impact in their field.

The Truman Fellowship provides the opportunity for recipients to pursue independent research of their own choosing that supports the national security mission of Sandia National Laboratories. The appointee is expected to foster creativity and to stimulate exploration of forefront science and technology and high-risk, potentially high-value R&D. The Fellowship appointment is for three years.

Sandia National Laboratories provides Truman Fellows a stimulating environment to broaden their education, training, and scientific research experience. Truman Fellows provide valuable stimulus to the research efforts of Sandia and make available the most recent developments of university science and engineering departments, as well as enhancing communication between Sandia, industry, and universities. The experience offers Fellows the opportunity to derive significant professional accomplishment and advancement of their career goals by conducting world-class research, as well as through participating in scientific and technical conferences, presenting seminars and publishing the results of their work.

A member of Sandia’s technical staff mentors each Truman Fellow. The emphasis on mentoring allows Fellows to become an integral member of Sandia research and development teams while having the opportunity to acquire unique skills and growth during early career development.

## **2.0 SANDIA NATIONAL LABORATORIES MISSION**

In support of its primary mission in national security, Sandia maintains a strong commitment to both basic and applied science and their engineering applications. Our research advances fundamental knowledge while providing a foundation for the major scientific and technological development efforts that we carry out for the Department of Energy, and other sponsors. Sandia’s broad-ranging science and technology research and development research focus areas include:

- Bioscience
- Computing and Information Science
- Engineering Sciences
- Geosciences
- Materials Science
- Nanodevices and Microsystems
- Radiation Effects Sciences and High Energy Density Physics

For additional information on Sandia's mission, click [here](#) and for information on our capabilities, click [here](#).

### 3.0 FELLOWSHIP ELIGIBILITY CRITERIA

- a. The ability to obtain and maintain a United States Department of Energy security clearance, which requires US citizenship
- b. Research in areas of interest to national security
- c. Candidates must have been awarded a Ph.D. (with strong academic standing) within the past 3 years at the time of application OR will have completed all Ph.D. requirements by commencement of appointment. A minimum 3.5 undergraduate and 3.7 graduate GPA are preferred (minimum corporate GPA requirement is 3.2 undergraduate and 3.5 graduate).
- d. Candidates must be seeking their first national laboratory appointment (pre postdoc internships excluded)
- e. Sandia National Laboratories is an equal employment opportunity/affirmative action employer. As a federal contractor, we request certain information from those applying for jobs for the purpose of gathering data for our security and affirmative action planning processes. The information provided is kept confidential and used only in accordance with federal regulations.

### 3.1 Fellowship Candidates

Candidates for the Truman Fellowship must display extraordinary abilities in scientific research and show clear and definite promise of becoming outstanding leaders in the research they pursue. As stated above, candidates must have solved a major scientific or engineering problem or have provided a new approach or insight to a major problem, as evidenced by a recognized impact in their field. The quality of the prospective candidate, irrespective of discipline, remains the overriding consideration when evaluating the application. **Please clearly address in your application, under Interest Statement #7.2, how you have accomplished any of the aforementioned.**

### 3.2 Fellowship Selection

Selection for this award is based on the candidate's original contribution to solving an important problem, its impact, research proposal, academic record and recommendations, science and engineering background, research interests and professional goals, and compatibility of background and interests with Sandia's research needs.

### 3.3 Fellowship Research Proposal

The research proposal is important to the evaluation of a candidate's application. Research proposals may address long-term science and engineering needs that support the Laboratories' mission or may be more focused and obviously aligned with our current mission. The Truman Fellowship Selection Committee evaluates research proposals objectively, considering the quality, the ability to publish, and the potential impact of the research on the scientific community.

### 4.0 FELLOWSHIP APPOINTMENT TERM

The Truman Fellowship is a three-year appointment. The appointment normally commences on October 1, although exceptions may be made to accommodate special circumstances. Truman Fellows may be hired as regular staff during the term of the assignment. The effective service date for a converted employee is the start date of the initial term of temporary employment provided there is no more than a 30-day break in service.

Applicants may simultaneously be considered for other fulltime positions; however, accepting another Sandia position will make the applicant ineligible for the Truman Fellowship. Applicants

may begin their Fellowship before the October 1 date, if the organization to which they will be placed agrees to cover costs. Truman Fellowships can begin as late as January of the following year, depending on extenuating circumstances. If your situation falls in these categories, please contact the Program Administrator for guidance.

## **5.0 FELLOWSHIP SALARY AND BENEFITS**

For Truman Fellows beginning their appointments in 2018, the starting salary is \$111,200. The salary is subject to deductions for income tax, Social Security, and the candidate's share of benefits. Fellows become full-time temporary employees of Sandia National Laboratories and are eligible for a benefits package that includes health, vision, and dental insurance; savings and income plan (401k) and paid holidays and vacation. An incoming relocation benefit is included. For a full description of current benefits, click [here](#). Truman Fellows are eligible for the benefits offered to limited-term, temporary employees.

## **6.0 FELLOWSHIP CRITERIA**

Upon being accepted as a Truman Fellow, the following criteria must be adhered to during the term of appointment.

### **6.1 Location**

Truman Fellow appointments require a full-time commitment to the research program at Sandia, and Fellows must be in residence at Sandia (NM or CA) during the entire period of the appointment. In some cases, Sandia may provide for temporary location at another facility to meet the specific needs of the research program.

### **6.2 Schedule and Reports**

The proposed research must be scheduled to meet the overall research needs of Sandia. Truman Fellows must submit annual progress reports and a final report at the end of the appointment. These reports include an abstract of the research conducted and copies of publications resulting from it. If future papers are published as a result of research performed at Sandia, copies must be provided to Sandia.

### **6.3 Acknowledgement Statement**

All published reports, journal articles, or professional presentations that are based on the research conducted during the term of the Truman Fellowship must carry the following acknowledgment:

“The author gratefully acknowledges support from the Sandia National Laboratories Truman Fellowship Program, which is funded by the Laboratory Directed Research and Development (LDRD) Program at Sandia National Laboratories, a multi-mission laboratory managed and operated by National Technology and Engineering Solutions of Sandia, LLC, a wholly owned subsidiary of Honeywell International, Inc., for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-NA0003525.”

### **6.4 Obligations**

Truman Fellows are required to sign and abide by the appointment letter and the “Proprietary Information and Innovation Agreement” concerning discoveries, inventions, data, and copyrights, and a disclaimer of liability.

## 7.0 APPLICATION PROCESS

Contact the Program Coordinator, Yolanda Moreno at (505) 284-2106 for further guidance and assistance regarding the application package. If you have questions concerning the online application process, contact Carmen Hagin at (505) 845-8255.

### 7.1 Application Package Contents

In addition to submitting a formal application packet, candidates must also complete an electronic application [here](#) (see 7.10). Upload only your CV to the online application; your research proposal is submitted via email to the Program Coordinator.

The full application package may be sent via e-mail (preferred) or you may submit a hard copy of the application packet. Items 7.1 through 7.6 in Word or pdf format shall be included in the full application package (see 7.10). On the proposal cover page include the following:

- a. Full name
- b. Current address, e-mail address, and permanent address for notification
- c. Telephone and/or cell numbers
- d. Current department and institution
- e. Title of proposed research project
- f. Title of doctoral thesis/dissertation
- g. Planned starting date of the fellowship
- h. Ph.D. granting institution and year of receipt (or date expected)
- i. A listing of all countries of which applicant is a citizen
- j. Name of a Sandia person/organization that fits your research interest and with whom you have discussed your research interests \*

\* Truman Fellows work closely with a Sandia sponsor. If you already know of a person or organization that matches your interest, please identify them, and contact them to obtain their support of your application. If not, please contact the Program Coordinator so you can be matched with a potential sponsor, **at least two months before the November 1 deadline.**

### 7.2 Interest Statement

A statement of your reasons for interest in the Truman Fellowship, what you have accomplished to date (refer to 3.1 for additional requirements), current career goals, and potential role of the fellowship in attaining such goals (500 words).

### 7.3 Thesis Abstract

The applicant's Ph.D. thesis abstract must be included in the application packet.

### 7.4 Curriculum Vitae

Curriculum vitae must include educational background, topic of doctoral dissertation, positions held to date, scientific awards and grants received (citing source, duration, and amount), full titles and references of all publications.

### 7.5 Research Proposal

A research proposal (not to exceed ten pages plus appendices) describing the scientific importance of the proposed work, including considerable specificity as to the research plan and data to be obtained, written for a broad technical audience with field-specific terms explained fully. In the proposal, present the goals of the proposed research and plans to achieve them.

Provide a clear objective of the research, the expected results, and the impact that the proposed work may have on Sandia's Science and Technology capabilities. Include background material, such as previous studies done, and motivation for the proposed research. If desired, copies of reprints may be attached to each collated copy of the proposal. State the planned approach in order to clarify the direction of the research. Propose a schedule for the research and explain the importance and benefits to Sandia. No budget is required unless supplementary support is requested as described in the following section.

## **7.6 Research Proposal Additional Support Statement**

The research proposal may request additional support for research and research-related activities. Requests may include: lab materials and supplies; conference/symposia support (includes travel, per diem and conference fees); professional society membership fee(s); and other support appropriate for the field of research. Identify new equipment required to conduct your research and/or your need to use Sandia's existing equipment. All supplemental requests must be justified in the proposal. Items necessary and reasonable to conduct the proposed research will be provided (office space, computer, etc.) and need not be included in the additional support request.

## **7.7 Reference Letters**

The application must include reference letters from three nationally recognized scientists, external to Sandia, in relevant disciplines who are knowledgeable about the candidate's capabilities and previous research, and who have been provided a copy of the candidate's research proposal. An additional letter from a Sandia expert is acceptable. The letters should not be included in the application itself, but should be sent by the writer directly to Sandia at the address in Section 7.10. At least one of the references should have personal knowledge of the candidate's doctoral research and all must comment on the summary of the major findings of recent research. It is the candidate's responsibility to assure that reference letters are received by the proposal deadline. Reference letters may be e-mailed as an attachment to the Program Coordinator (ymoreno@sandia.gov), so long as they are on official letterhead and signed by the author.

## **7.8 Transcripts**

An official copy of undergraduate and graduate transcripts must be provided, and be sent directly by the university to the address in Section 7.10. Candidates must have a strong academic standing. A minimum 3.5 undergraduate and 3.7 graduate GPA is preferred (minimum GPA is 3.2 undergraduate; 3.5 graduate). Electronic, official transcripts may be sent directly to the Program Coordinator by the university (ymoreno@sandia.gov).

## **7.9 Application Confirmation**

Please contact the Program Coordinator (if you desire) to confirm that application materials have been received. All applications should be final and complete. No substitutions or additions are permitted.

## **7.10 Application Submission and Deadline**

All application materials must be **received by midnight November 1<sup>st</sup>** at the address listed below (email preferred), for appointments that commence on October 1 of the following year. In addition, complete an online application, also by COB November 1 [here](#) and apply to Job #657429. Upload only your CV to the online application; your research proposal is submitted to the Program Coordinator.

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For more information on the Truman Fellowship, see [here](#).

## **8.0 PROPOSAL REVIEW PROCESS**

A panel of senior scientists and engineers reviews applications for the Truman Fellowship annually before February 1. Interviews will be completed before March 1 for an October 1 start date. The Committee evaluates the application to determine the relevance to Sandia mission, the potential impact of the research in the scientific community, and the quality of the research proposal.